

C-O-P-I

Comptroller

3 December 1956

Director of Logistics

**Transfer of GPO-State Service Printing Plant to Agency Operation
as of 1 January 1957**

- REFERENCES:**
- (a) Memorandum dated May 8, 1956, for Deputy Director (Support) from Director of Logistics, subject: Negotiations for the Transfer of the GPO-State Service Printing Facilities to the Agency for Operation in the New Headquarters Building.
 - (b) Letter dated 19 November 1956 to the Public Printer from the Director of Central Intelligence Proposing the Transfer of the GPO-State Service Printing Plant to the Agency as of 1 January 1957.

1. This Office is preparing to assume operating control on 1 January 1957 of the GPO-State Service printing plant located in the basement of the Administration Building. This transfer has been proposed by the Agency in Reference (b) and concurrence of the Public Printer is expected within the next week. Approval of the Joint Committee on Printing will be requested after the Public Printer's concurrence is obtained. This approval is expected and we are accordingly making arrangements for operations now in order to be fully prepared to assume operating control on 1 January 1957 in accordance with the proposal.

2. Representatives of this Office have had numerous discussions with various members of your staff regarding the budgetary and accounting matters involved in our assumption of operating control of this plant. Recently the various aspects of the transfer were discussed with [redacted] In a meeting on 23 November 1956 [redacted] were fully briefed on the matters which require immediate attention and agreed to begin work thereon in order to be fully prepared for 1 January 1957 operation. These matters are stated below.

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3. Transfer of \$161,347.15 to GPO in payment for equipment. The Agency agreed to reimburse GPO the purchase price, minus depreciation to 1 January 1957, of equipment now in the plant which GPO purchased subsequent to their obtaining operating control of the plant. The amount involved is \$161,347.15 as indicated in Reference (b). Reference (a) contains the approval of the DD/S to negotiate this transfer of equipment up to a price not to exceed \$225,000. Reference (b) is the DCI's approval to transfer \$161,347.15 for this purpose.

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Office Memorandum • UNITED STATES GOVERNMENT

TO : Director of Personnel

DATE:

FROM : Director of Logistics

SUBJECT: Proposed Transfer of the GPO-Department of State Service Office from Government Printing Office to the Printing Services Division, Office of Logistics

1. The purpose of this memorandum is to provide you with advance notice of the proposed transfer of the GPO-Department of State Service Office (GPO-DSSO) from Government Printing Office to the Printing Services Division, Office of Logistics, in order that concerned Divisions of the Office of Personnel may make appropriate advance plans as may be required to facilitate the transfer.

2. As of this date, it is tentatively established that the transfer will take place approximately 1 January 1957. In view of this tentative date, the Office of Logistics is currently planning to take the following action:

(a) In the near future a request will be directed to the Management Staff to effect an appropriate increase in the Office of Logistics' Table of Organization and personnel ceiling, as required, to accommodate the transfer of personnel and functions of the GPO-DSSO from the Government Printing Office to the Printing Services Division, Office of Logistics.

(b) Upon approval of an appropriate Table of Organization and ceiling increase, the Office of Logistics will initiate action to journalize the transfers of individual employees. The approximately seventy employees, who were requested to and accepted assignments from the Main GPO Plant to the GPO-DSSO since the latter was placed under GPO management on 1 February 1947, will be advised of their prerogative to return to the Main GPO Plant or transfer to the rolls of CIA. This is in keeping with GPO policy to insure that the interests of employees who accepted such transfers are fully protected by the Government Printing Office.

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Subject: Proposed Transfer of the GPO-Department of State Service
Office from Government Printing Office to the Printing
Services Division, Office of Logistics

3. This Office will continue to advise you of further
developments.



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JAMES A. GARRISON

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OL/AS/P&TBr/[redacted] (12 Dec 56)

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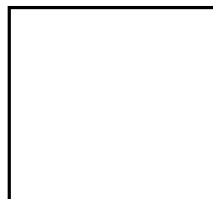
9 Jan 57

Memorandum For: The Record

Subject: Transfer of State Service-GPO Plant and Personnel To CIA.

1. Background: By Agreement between the DCI and The Public Printer, approved by the Joint Congressional Committee on Printing, the State Service-GPO Plant located in the Administration Building is to be transferred to CIA. Personnel in the plant have the option of transferring to CIA or returning to GPO if they had been assigned to this plant from the Central GPO Office. This group comprises roughly 60 personnel. Other GPO personnel which include personnel who were employed in or who had been employed for duty in the plant have no choice but to accept transfer to CIA, roughly 60 personnel. The approximate 120 personnel all have a number of clearances including the AEC "Q" clearance, and represent a team of highly skilled and hard to recruit craftsman. Director of Logistics considers it important that the maximum number of personnel possible be transferred to CIA.
2. Action Taken: In view of the necessity to determine the number of personnel who would agree to transfer to CIA so that our recruiting could be started to make up the difference, the Chief, Printing Services Division, OL, arranged for a series of discussions with groups of approximately 12 personnel each from this plant to explain what was happening to them, dispell rumors, and present the pros and cons of their entering on duty with CIA. At each such meeting the following were present in addition to the GPO personnel concerned:

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- Chief, Printing Services Division, OL.
- Chief, Production, GPO.
- Acting Director of Personnel, GPO.
- Security Office Repr., CIA.
- Personnel Office Repr., CIA.

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The terms of the transfer of the plant were presented to the GPO employees by [redacted] together with a sales talk outlining the benefits the GPO personnel would receive from their transfer to CIA, and the assurance that they would maintain all rights and privileges, including retention of their Union Chapel, which had accrued to them under GPO administration.

Mr. Merrill, GPO, followed by pointing out to the employees that it was in the best national interest for them to stay with the plant, but if any employee who had been transferred to the plant

from GPO wished to return to the central office of GPO, that was within his rights.

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[] outlined security requirements which GPO personnel would be faced with in the transfer, specifically, the need to be polygraphed. This caused some concern.

The following question-answer period covered a number of questions in the personnel field which the undersigned attempted to supply the answers. Many questions were answered only tentatively pending final determination. The questions presented are listed in the order of recurrence among the nine groups of personnel; and in the order of estimated importance to the GPO personnel concerned:

Pay, Hours of Work, Leave.

1. CIA Pay Policy - How will pay rates be set?

Answer: CIA will establish pay rates for printing jobs at the identical rates paid by GPO. This means that when the GPO employees negotiate a rate for a specialty with the Public Printer, this rate will be administratively adopted by CIA for the trade. For pay rates for the few (one or two) trades which are peculiar to the plant, the employee groups will be allowed to negotiate with CIA Personnel Office. This is in keeping with long established practice for this type of activity.

2. Night Differential and Overtime? The higher differentials now approved by GPO for overtime, night differential, holiday work, etc. will be continued by CIA.

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3. Payment in Cash be continued? An unusually strong feeling for the continued payment of wages in cash, a GPO practice, was evidenced. [] explained that this had been requested but had met with a cool reception by CIA payroll. However, he pledged that the employees would be given time-off to cash their checks in the CIA Credit Union.

4. Will CIA adopt the 37 1/2 hour week expected to be standard in GPO soon? Probably CIA will do so, but if it is necessary to continue a 40 hour week, the pay rate will be adjusted to

equal that applicable to the 37 1/2 hour week in GPO, thus providing extra pay. Whether the extra 2 1/2 hours would be counted as overtime, as requests by several employees, was not settled. (Letter to General Counsel on the legality of the 37 1/2 hour week was forwarded on 5 January)

5. Will GPO practice of crediting all Annual Leave for a calendar year at the beginning of the year be continued? CIA practice is to credit leave as earned; however, all leave which will be earned during a year can be advanced if approved by supervisors and Personnel.
6. Will GPO practice of advancing 30 days sick leave be continued? Tentative answer was that CIA practice was to advance sick leave when necessary.
7. Will Apprenticeship program and rates be continued? In keeping with the progressive training program outlined by the apprenticeship program and rates would be continued on the same basis as GPO. The policy of advancement from within was stressed.
8. Why can't CIA Printing employees participate on wage negotiations with the Public Printer along with the GPO employee groups?
GPO quickly answered "no" to this question on the basis of GPO policy and the fact that Bureau of Engraving employees are paid GPO rates without having a part in the negotiation. Specifically the Kiess Act confines negotiating privileges to employees of the GPO.

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